

City of Marietta Benefits

BENEFIT	WHO PAYS	ELIGIBILITY	WHAT YOU RECEIVE
Medical Insurance	<p>HMO and PPO Plan</p> <p>The City pays 100% of the cost of the Plan for full-time employees and 80% for dependents. Employees electing family coverage pay 20% of the cost.</p> <p>PPO Buy-Up Plan</p> <p>The City pays 100% up to the cost of the HMO Plan for full-time employees and 80% up to the cost of the HMO Plan for dependents.</p>	<p>All full-time employees and elected officials after completing 60 days of employment.</p> <p>PPO Buy Up Plan: Employees pay the difference in the cost of the PPO Plan and the HMO Plan for employee and dependents and 20% of the dependent cost.</p>	<p>Plan provides coverage for medical, dental, vision insurance and prescription drug coverage.</p>
Basic Life Insurance	<p>City/MBLW pays 100% of the premium.</p>	<p>All full-time employees and elected officials after completing 60 days of employment.</p>	<p>You receive three times your salary in life insurance up to a maximum of \$180,000. Includes AD&D.</p>
Supplemental Pension Plan	<p>City/MBLW contributes 100%</p>	<p>All full-time employees after completing one year of employment.</p> <p>Also covers all part-time employees. There is no waiting period for part-time employees.</p>	<p>The City/MBLW pays 6.13% of the salary of full-time employees and 7.50% of the salary of part-time employees into the supplemental pension fund in lieu of participation in Social Security. The amount contributed is immediately vested. Funds accumulated are paid to employees only upon separation.</p>
Credit Union	<p>Employee contributes 100% (voluntary)</p>	<p>All Employees</p>	<p>C-Mar Credit Union provides savings and</p>

			checking accounts, loans, and other financial services through payroll deductions.
Supplemental Life Insurance	Employee pays 100% of the premium.	All full-time employees and elected officials after completing 60 days of employment.	You can purchase additional life insurance on yourself and your eligible dependents. Two plans available with portability option. Premiums are payroll deducted.
Regular Pension Plan	City/MBLW pays 100% of the cost to fund the plan.	All full-time employees and elected officials.	A monthly retirement benefit payable to all full-time vested employees at retirement. In order to become vested, employees must have five years of continuous service with the City/MBLW.
Flexible Benefit Plan	Voluntary. You have an opportunity to use pretax dollars to pay for certain insurance and benefit programs that are normally paid for with out-of-pocket taxable dollars.	All full-time employees and elected officials.	You can save on federal, state and Medicare taxes paid on contributions on a pre-tax basis that would otherwise be paid after taxes. Examples: Insurance Premiums, Medical expenses, and Dependent Child Expenses.
Disability Insurance	Employee pays 100%. Voluntary.	All full-time employees are eligible during the next open enrollment after their employment date.	You can purchase disability insurance, cancer, insurance accident insurance, hospital insurance, intensive care insurance and hospital income insurance for yourself and your family to provide financial security for your family.
Deferred Compensation	Employee pays 100%. Voluntary.	All Employees.	You can defer up to 25% of your earnings up to \$13,000 into the plan on a pre-tax basis

			to supplement your retirement income. Funds accumulated in the plan can only be withdrawn upon retirement, death or termination unless there is an unforeseeable hardship subject to approval by the Plan Administrators.
Holidays	City/MBLW pays 100%	All full-time employees.	Entitles employees to 10 paid holidays per year.
Workers Compensation	City/MBLW pays 100% of the cost.	All Employees.	The City/MBLW will provide and maintain a safe and healthy workplace, provide safe equipment, property materials to work with and establish and enforce safe work methods and practices. The City/MBLW will provide replacement income, rehabilitation to all employees who are injured on the job in accordance with the Workers Compensation Laws.
Sick Leave	City/MBLW	All full-time employees.	You can accrue 10 days of sick leave per year. Accrues at the rate of 1.54 hours per week. Fire Department employees assigned to a 24-hour shift accrue leave at the rate of 2.16 hours per week.
Vacation	City/MBLW pays 100%.	All full-time employees.	From the initial employment date to the fifth anniversary, employees accrue 10 days per year. From the fifth anniversary to the tenth anniversary, employees accrue 15 days per year. Vacation increases again after the 10th, 15th, 20th and 25th

			anniversary.
Military Leave	City/MBLW Pays 100%	All full-time employees who are members of the U.S. Army, Navy, Air Force, marines, Coast Guard Reserves or the National Guard or current employees who are drafted or join the uniformed service.	Will be provided according to the law.
Funeral Leave	City/MBLW Pays 100%	All full-time employees.	Entitles employees time off with pay in the event of a death in their immediate family.
Court Leave/Jury Duty	City/BLW	All full-time employees	Entitles employees to receive regular pay for the actual days/hours spent in court. Monies received from the Court except for actual receipted expenses, must be endorsed to the City/MBLW.
Medicare	The City/MBLW pays 1.45% of gross wages for the Medicare Tax for employees hired on or after April 1, 1986.	Employees hired on or after April 1, 1986 also pay a matching 1.45% of gross wages for the Medicare Tax.	Eligible employees may be entitled to receive hospital and medical insurance at age 65 or earlier if disabled.
Social Security	The City/MBLW does not participate in Social Security. Therefore, employees save 6.20% of salary that would normally be paid into Social Sec.	The City/MBLW does not participate in Social Security.	The City contributes 6.13% of the salary of full-time employee into the Supplemental Pension Plan in lieu of Participating in Soc. Sec.
Health Place Fitness Center	City/MBLW pays 50% of the membership fee for full-time employees. Employees pay: \$3.58 – Individual \$5.42 – Couple \$7.94 – Family The City/MBLW pays 100% of the membership for Police Officers. Police	All Full-time employees (Voluntary).	Health Place is a complete wellness facility with programs, classes, equipment and professional guidance to help employees and their families improve and maintain a healthy lifestyle. Initial membership of one year is mandatory. Membership renews automatically each year. A thirty-day

	Officers pay: \$1.84 – Spouse Mem. \$4.36 – Sp & Child		written notice is required for cancellation after the first year.
Educational Assistance	Employees pay all expenses up front and receive reimbursement for coursework based on final grade. Requires prior approval. Maximum reimbursement is \$2,000 per year.	All full-time employees after completing six months of service.	Employees receive reimbursement for courses taken to improve job skills. Reimbursement: 100% reimbursement for a grade of "C" or better.
Parking	No cost to employees	All Employees	Free Parking.
Employee Assistance Program	Participation is Voluntary. Employee contributes as much as he/she can afford.	All Employees.	The money in this fund is set aside to help employees during illnesses, injuries, emergencies or when experiencing other financial difficulties beyond the employee's control.
Family and Medical Leave	No additional cost if paid leave. Employee is responsible for paying 100% for life insurance and supplemental policies if leave is unpaid. The City/MBLW will continue to provide health insurance for employee. Employee must continue to pay dependent health insurance coverage.	Full-time and part-time employees who have been employed for at least 12 months and who have provided at least 1,250 hours of service during the 12 months before any leave is requested.	Entitles employees up to 12 weeks of job protected leave in a 12 month period for the birth of a child and to care for that child; for placement for adoption or foster care of a child; for a serious personal health condition making the employee unable to perform the essential functions of his/her job; and for the care of a parent, spouse or child with a serious health condition.